



Read: September __, 2021
Voted and Adopted: September, 2021
Date Effective: __, 2021

**THE TOWN OF CAPITOL HEIGHTS
CHARTER AMENDMENT RESOLUTION 2022- 01
A RESOLUTION FOR THE PREVENTION OF ABUSE OF AUTHORITY,
BULLYING, SEXUAL HARASSMENT, ABUSE AND UNJUST TREATMENT.**

Introduced by Council Member Elaine Williams

**A CHARTER AMENDMENT RESOLUTION TO AMEND THE CHARTER OF THE
TOWN OF CAPITOL HEIGHTS TO _____ ABUSE OF AUTHORITY,
BULLYING, SEXUAL HARASSMENT, ABUSE AND UNJUST TREATMENT.**

EXPLANATORY STATEMENT: The Town Charter, currently provides no resolution or protection against or remedy for bullying, sexual harassment, abuse and unjust treatment against members of its community. This Charter Amendment serves to define the terms for **ABUSE OF AUTHORITY, BULLYING, SEXUAL HARASSMENT, ABUSE AND UNJUST TREATMENT** provide remedies to cease thereof.

WHEREAS, the term “abuse of power” under these amended Charter terms includes all the ways one can abuse their positions by taking advantage of others. This abuse of power can be used to abuse the same people they pledged to serve and protect. While most people in power take that pledge seriously, there are some that abuse the power given them to fulfill their own selfish personal desires. Abuse of authority can also include unwarranted infliction of excessive force by individuals in position to individuals while performing their official duties, including but is not limited to "malfeasance, misfeasance, non-feasance, " misconduct, ". It includes an unlawful act, done in an official capacity, which affects the performance of official individuals in their on-going duties. In addition, the abuse of power includes one who uses their powers to manipulate, torture, sabotage, or cause undue harm or hardship on another including Council.

WHEREAS, the term “harassment” is considered a form of employment discrimination that violates Title VII of the Civil Rights Act of 1964. Harassment under Title VII of the Civil Rights Act of 1964 is defined as unwelcome conduct that is based on race, color, religion, sex (including sexual orientation, gender identity, or pregnancy), national origin, older age (beginning at age 40), disability, or genetic information

(including family medical history). That this charter amendment makes harassment unlawful when: 1) offensive conduct becomes a condition of continued employment that the party finds that it affects their position, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

WHEREAS, the term “**BULLYING**” is defined as,

WHEREAS, the term “**SEXUAL HARASSMENT**” is defined as,

WHEREAS, the term “**ABUSE**” is defined as, **and**

WHEREAS, the term “**UNJUST TREATMENT**” is defined as,

WHEREAS, The “Me Too” movement is focusing on sexual assault and sexual abuse with men and women,

In school bullying campaigns

WHEREAS, in Melanin Dominated people are most experienced at suppressing trauma.

WHEREAS, the impact trauma leads to a toxic and dysfunctional community

WHEREAS, there is a continual need to address sexist, generational, classist and systemic inequity.

WHEREAS, in Domestic Violence extends beyond the home to include the schools for children’s and the workplace for the adults.

WHEREAS, Society is punished with very little protection from mental abuse for breadwinning adults.

WHEREAS, we must combat tv, social media messages that negatively impact neurological health and at the cellular level.

WHEREAS, violations and abuse create unproductive and unhealthy community.

WHEREAS, this under recognized type of violence against our community cannot, will not and should not be tolerated.

WHEREAS, _____ has declared May mental health awareness month

WHEREAS, there is nothing for workplace that addresses mental abuse except harassment of employees.

Therefore, should there be an abuse of power, bullying or other abuse determined, optional remedies will be applied. Optional remedies to include:

Trauma support re-education on boundaries.

Rehabilitation support for victims

Accountability for perpetrators to include Restorative justice, counseling, Rehabilitation programs at the perpetrators expense.

There is a likelihood that without correction, somebody is likely to be hurt.

**AND BE IT FURTHER RESOLVED AND ORDERED
THE TOWN OF CAPITOL HEIGHTS,** by and through its Mayor and Common Council

PASSED by the Mayor and Council of The Town of Capitol Heights, Maryland at a regular or special meeting held on the ____ day of September 2021.

THE TOWN OF CAPITOL HEIGHTS

Renita A. Cason
Mayor Pro Tempore/Councilmember

Rhonda Akers
Councilmember

Caroline Brown
Councilmember

LaTonya Chew
Councilmember

Faith T. Ford
Councilmember

Elaine Williams
Councilmember

ATTEST:

Beverly Habada
Town Administrator

CERTIFICATE OF EFFECT

I, HEREBY CERTIFY THAT THE FOREGOING CHARTER AMENDMENT RESOLUTION OF THE MAYOR AND COUNCIL OF THE TOWN OF CAPITOL HEIGHTS DESIGNATED CHARTER AMENDMENT RESOLUTION NO. CA 2022 - 01, WAS DULY INTRODUCED, READ, AND WAS ADOPTED BY THE MAYOR AND COUNCIL AT A DULY ANNOUNCED PUBLIC MEETING AND THEREAFTER POSTED AND ADVERTISED FOR FOUR SUCCESSIVE WEEKS, IN ACCORDANCE WITH THE APPLICABLE PROVISIONS OF THE ANNOTATED CODE OF MARYLAND AND CHARTER OF THE TOWN OF CAPITOL HEIGHTS.

ATTEST:

Robin Bailey, Town Clerk
The Town of Capitol Heights, Maryland

DATE HEARING NOTICE POSTED: _____
DATE OF HEARING: _____
DATE OF INTRODUCTION: _____
DATE PASSED/POSTED _____
40-DAY POSTING END DATE _____
FAIR SUMMARY NEWSPAPER (x 4) _____
WEEKLY PUBLICATION DATES _____

EFFECTIVE (50TH DAY) DATE: _____
